

Kaiser Permanente Insurance Company  
Top Ten Officer & Employee Compensation - 2010

Name	Compensation		
	Base	Bonus & Incentive	Other
Officer/Executive/Employee #1	\$ 440,320	\$ 452,848	\$ 9,419
Officer/Executive/Employee #2	387,027	280,519	5,809
Officer/Executive/Employee #3	174,877	80,853	8,707
Officer/Executive/Employee #4	181,246	60,052	4,615
Officer/Executive/Employee #5	188,131	50,500	5,648
Officer/Executive/Employee #6	172,877	59,302	4,716
Officer/Executive/Employee #7	76,486	125,384	1,290
Officer/Executive/Employee #8	145,014	17,252	5,818
Officer/Executive/Employee #9	34,110	31,111	946
Officer/Executive/Employee #10	22,103	8,908	738

Kaiser Foundation Health Plan, Inc.  
Top Ten Officer & Employee Compensation - 2009

Name	Compensation		
	Base	Bonus & Incentive	Other
Officer/Executive/Employee #1	\$ 1,188,160	\$ 4,054,050	\$ 1,349,839
Officer/Executive/Employee #2	680,034	901,070	148,868
Officer/Executive/Employee #3	713,074	908,866	65,551
Officer/Executive/Employee #4	503,598	410,102	606,772
Officer/Executive/Employee #5	577,270	612,074	61,366
Officer/Executive/Employee #6	577,790	565,759	62,632
Officer/Executive/Employee #7	618,819	354,812	146,384
Officer/Executive/Employee #8	387,526	432,362	193,497
Officer/Executive/Employee #9	576,378	309,513	44,320
Officer/Executive/Employee #10	353,924	149,330	65,940